



**KHSAA TITLE IX RE-VISIT
FIELD VISIT REPORT**

KHSAA Form T76
Rev..11/16

School:	Hazard High School
Prepared By:	Kathy Johnston
Date of Re-Visit:	November 2, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2023-24

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
Test One – Substantial Proportionality	Satisfactory
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities	
Analysis Form Review	

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The most recent Student Interest Survey was conducted during the 2021-22 school year. Students in grades 8-11 were surveyed with a return result of 93%. The summary of student responses showed zeros in all sport and/or sport activities that Hazard High currently does not offer. To meet the standard of Test 3, the results of the Student Interest Survey should be reflected on the T-3 form of the Annual Report. Clear instructions to students, prior to the survey, are important as the survey should show results of all sport/sport activities listed that student may be interested in and not just limited to the school's current offerings. Reported documentation showed that Hazard High currently offers nine (9) varsity sport and/or sport activities for males and seven (7) for females. The most recent sport added is wrestling with non-varsity levels added for girls' basketball and volleyball. Documentation showed that the total number of sport level offerings is sixteen (16) for males and fifteen (15) for females. Interviews with administration indicated the addition of swimming and girls wrestling as a sport offering for the current school year. School administration was reminded of the importance for accurate team and roster submission so that data results may provide a complete school analysis for the area of Opportunities.

BENEFITS REVIEW

BENEFIT	Satisfactory	Deficient
EQUIPMENT AND SUPPLIES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Uniform review / replacement plan	X	
Status of uniforms and equipment	X	
Equity of spending	X	

BENEFITS REVIEW- EQUIPMENT AND SUPPLIES: There was written evidence of a uniform review and/or replacement plan for all teams. Documentation showed that golf and tennis uniforms are replaced yearly and retained by the student. All other uniforms appear to be on a three (3) year cycle for review. All uniforms viewed were of excellent quality and equitable in the quantity provided. Interviews with administration indicated that all uniforms are purchased through organized team fund raising activities. A two-year review of spending for this category showed that approximately \$190.00 was spent per male athlete and approximately \$208.00 spent per female athlete. This falls within the acceptable spending parameters for the benefit category of Equipment and Supplies.

BENEFIT	Satisfactory	Deficient
SCHEDULING OF GAMES AND PRACTICE TIMES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Like sports scheduling	X	
Scheduling of shared practice facilities	X	
Optimal playing times	X	

BENEFITS REVIEW- SCHEDULING OF GAMES AND PRACTICE TIMES: There was viewed evidence of all team schedules in the school Title IX file. Current and past viewed schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided. There was also written, viewed evidence showing the equitable scheduling of the shared facilities for the Daniel Field, the Memorial Gym, the Hazard High gymnasium, and the indoor hitting facility for softball and baseball. Interviews with students indicated the equitable usage and access to these facilities.

BENEFIT	Satisfactory	Deficient
TRAVEL AND PER DIEM	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Mode of transportation	X	
Provision for meals and housing	X	
Equity of spending	X	

BENEFITS REVIEW- TRAVEL AND PER DIEM: There was written evidence of a Travel and Per Diem guideline that include the provision for mode of transport, meal allowance, and housing for overnight stay. The travel guideline also included a recommendation of no more than one (1) hour distance travel for all teams playing on school nights. Documents state that prior administrative and Board approval is required for all out-of-state competitive events. A two-year review of spending for this category showed that approximately \$110.00 was spent per male athlete and approximately \$132.00 spent per female athlete. This falls within the acceptable spending parameters for the benefit category of Travel and Per Diem.

BENEFIT	Satisfactory	Deficient
COACHING	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Compensation	X	
Accessibility	X	
Competence	X	

BENEFITS REVIEW- COACHING: There was written evidence of a school approved salary schedule which showed overall equivalence in the stipend amounts and parity for the number of coaching positions provided for the like sports. Reported documentation showed that the athlete to coach ratio, regarding accessibility, is 6:1 for both females and males. Interviews with administration indicated that coach evaluations are done at the end of each season. These are conducted by the Athletic Director with the use of a coach evaluation instrument.

BENEFIT	Satisfactory	Deficient
LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Competition and practice venues	X	
Dressing areas	X	
Equipment storage areas	X	

BENEFITS REVIEW- LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES: There was written and viewed evidence of locker room assignment for all teams. There was written storage assignment for all teams except cross country, golf, swimming, and tennis. The qualities and amenities of all locker rooms appeared to be comparable and equitably assigned for all teams. Since the previous audit, a new girls' locker and boys' locker room have been included in the school renovation. These locker rooms are excellent and provide a great benefit to those teams. The off campus competitive and/or practice facilities include those for golf, swimming, tennis, basketball, and wrestling. The golf team utilizes the Hazard Country Club golf course, the swimming and tennis teams practice and compete at the Hazard Pavilion, and both basketball teams and wrestling utilize the Hazard Memorial Gymnasium for practice and/or competitions. The on-campus facilities include those for volleyball, cross country, track, baseball, softball, football, and soccer. Practice facilities, only, are available for cross country and track while all competitive events are held at away sites. Football and soccer practice and compete at the Daniel Field Stadium. The baseball and softball fields are located on the main school campus with an indoor hitting facility, that provides equitable usage and access, located approximately two (2) miles from the school. All competitive facilities are equitable and well maintained. Interviews with administration indicated an upgrade and renovation to the baseball and softball facilities which should begin within the next year.

BENEFIT	Satisfactory	Deficient
MEDICAL AND TRAINING FACILITIES AND SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Weight room location and access	X	
Weight room usage schedule	X	
Appropriate equipment for female use	X	
Athletic Training services	N/A	
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: There is one (1) weight room located in the main school building and is accessible to all student athletes. A schedule showing equitable usage and access was in the school Title IX file and posted at the site. The weight room was spacious and viewed equipment showed to be appropriate for female use. Interviews with students indicated usage and access to the weight room. Interviews with school administration indicated that Athletic Training Services are not available but that medical personnel are accessible for teams at competitive events. There was viewed evidence of Emergency Action Plans for all venues and available, accessible AED access at all athletic venues.

BENEFIT	Satisfactory	Deficient
PUBLICITY	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Support group assignments	X	
Written regulation for recognition	X	
Equity of spending	X	

BENEFITS REVIEW- PUBLICITY: There was written evidence of an awards-recognition guideline that included the specifics for end-of-season banquets, banner display, and the Hazard High School Hall of Fame. There was written documentation that provided administrative oversight and prior approval for the quality and quantity of team awards to be presented. Recognition with banners is provided for those teams and/or individuals with district, regional, and/or state championships. There were specific Hall of Fame criteria that ensured equitable recognition for female and male athletes. Interviews with administration indicated the equitable scheduling and oversight of cheerleading and band as support groups for the football, boys' basketball, and girls' basketball teams. A two-year review of spending for this category showed that approximately \$14.00 was spent per male athlete and approximately \$20.00 spent per female athlete. This falls within the spending parameters for the benefit category of Publicity.

BENEFIT	Satisfactory	Deficient
SUPPORT SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Office access	X	
Booster Support	X	
Overall spending for athletic support	X	

BENEFITS REVIEW- SUPPORT SERVICES: The availability and assignment of office space appears to be equitable. Interviews with administration indicated that the only sports with off-site booster accounts are baseball and football. School administration also requires that funds for a purchase from booster accounts be deposited in the school team account with purchase orders generated by the school. All dollars from team fundraising activities are deposited in each team account. Interviews with coaches indicated knowledge of the process for school approval to purchase items. A two- year review of overall spending showed that Hazard High School has met the acceptable spending parameters both on a percentage and per athlete basis. Reported documentation showed that 53% of total dollars was spent on male athletes which made up 52% of the total participants and 47% of total dollars was spent on female athletes which made up 48% of the total participants. Per athlete spending showed that approximately \$642.00 was spent per male athlete and approximately \$611.00 spent per female athlete.

CURRENT DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletics Programs	Recommended Actions in relation to current deficiencies	Date for Verification of Action to address deficiency
N/A		

RECURRING DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletics Programs	Recommended Actions in relation to recurring deficiencies	Date for Verification of Action to address deficiency
N/A		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<p>Equipment storage - Please review and update the current storage assignment list to include those areas for cross country, tennis, golf and swimming.</p>	<p>Submit on or before January 31, 2023 to kjohnston@khsaa.org</p>
<p>Accommodation of Student Interest – Provide proper instruction to students prior to taking the Student Interest Survey in ensure the accuracy of responses relative to student interest and not limited to current school sport offerings. Administration should review and answer the questions on the T-3 form of the 2024 Annual Report. The process of pursuing any viable interest should also be included on the T-3 form.</p>	<p>This will be reviewed upon receipt of the 2024 Annual Report that is due April 30.</p>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Evin Eversole	Student-Athlete - basketball
Mallory Combs	Student-Athlete - softball, track, basketball
Jeremy Todd Howard	Coach – girls’ basketball
Josh Hunt	Coach – boys/girls cross country coach, asst. boys’ basketball coach
Kathy Patrick	Principal
Eddie Browning	Athletic Director
Gary Lawson	KHSAA
Kathy Johnston	KHSAA – kjohnston@khsaa.org

OTHER GENERAL OBSERVATIONS

School administration and staff were very welcoming and well prepared for the visit. The school Title IX file was well organized and complete. It appears that there is great communication between administration and coaches so that the Hazard High School students are always the focus for growth in the areas of Opportunities and Benefits. The public scheduled for 3:00 pm was held in the school library. With no one in attendance, the audit team left Hazard High School at approximately 3:10 pm.

There was viewed evidence of Emergency Action Plans for all venues. This also included the designation and accessibility of AEDs for all venues.